

Message Text

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C O N F I D E N T I A L BAGHDAD 0677

E.O. 11652: GDS

TAGS: AFSP

SUBJ: IMPLEMENTATION OF NEW FSL CLASSIFICATION AND SALARY SCALE

REF: STATE 122255

1. IMPLEMENTATION OF FSL SALARY AND CLASSIFICATION RECOMMENDATIONS CONTAINED IN SOMPAYRAC REPORT WILL CREATE SERIOUS MORALE PROBLEM AT USINT UNLESS WE CAN ALSO GIVE SALARY INCREMENT IN RECOGNITION OF SEVERE PHYSICAL AND PSYCHOLOGICAL DANGERS IRAQI NATIONALS INCUR BY WORKING FOR USG.

2. BAATH REGIME RUNS IRAQ BY TOTALITARIAN POLICE STATE TECHNIQUES AND ALL OF OUR LOCAL EMPLOYEES ARE SUBJECT TO CONSTANT HARASSMENT BY SECRET POLICE. SEVERAL HAVE BEEN TORTURED AND ALL HAVE BEEN THREATNED WITH TORTURE. ONE WAS JAILED FOR SIX MONTHS IN SOLITARY CONFINEMENT AND HIS BACK WAS BROKEN IN PRISON. ALL ARE SUBJECT CONSTANT SURVEILLANCE BY SECURITY POLICE WHO ROUTINELY USE PHYSICAL VIOLENCE, OR THE THREAT OF PHYSICAL VIOLENCE, AS A MEANS OF ASSURING OUR EMPLOYEES' "COOPERATION".

3. ALL LOCAL EMPLOYEES ARE AFRAID TO GO TO THE PRINCIPAL OFFICER'S RESIDENCE AND ARE EQUALLY FRIGHTENED OF HAVING CARS WITH EMBASSY LICENSE PLATES IN FRONT OF THEIR HOUSES OR APARTMENTS. OBSERVATION OF SUCH EVENTS BY THE SECURITY POLICE COULD LEAD TO VERY UNPLEASANT QUESTIONING SESSIONS.

4. BAATHI IDEOLOGY HAS TWO MAJOR COMPONENTS: A) EXTREME ARAB NATIONALISM AND B) TOTALITARIAN MARXISM. THE USG AS THE LEADING SUPPORTER OF ISRAEL AND THE LEADING WESTERN "IMPERIALIST" GOVERN-
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MENT IS THE OBVIOUS SCAPEGOAT FOR BOTH STRANDS OF DOGMA. THE

IRAQIS WHO WORK FOR THIS PARTICULAR FOREIGN "DEVIL" ARE SUBJECT TO CONSIDERABLE ABUSE AND EVEN OSTRACISM IN THEIR OWN SOCIETY. CIVILIZED PRINCIPLES OF INTERNATIONAL COMITY MEAN LITTLE TO THE GENTLEMEN WHO ARE EMPLOYED BY THE IRAQI SECURITY AGENCIES.

5. THE SOMPAYRAC SURVEY DID NOT INCLUDE THESE CONSIDERATIONS WITHIN ITS TERMS OF REFERENCE. TO BE FAIR TO OUR LOCAL EMPLOYEES, HOWEVER, I BELIEVE THAT SOME ALLOWANCE SHOULD BE MADE FOR THESE FACTORS. I RECOMMEND AN ACROSS-THE-BOARD 20 PERCENT INCREASE IN RECOGNITION OF THE HARDSHIPS SUSTAINED BY ANY IRAQI WHO WORKS FOR THE USG.
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